

**DEVELOPMENT OF ELECTRONIC EMPLOYEE SELECTION
SYSTEMS AND METHODS**

An automated employee selection system can use a variety of techniques to
5 provide information for assisting in selection of employees. For example, pre-hire and
post-hire information can be collected electronically and used to build an artificial-
intelligence based model. The model can then be used to predict a desired job
performance criterion (e.g., tenure, number of accidents, sales level, or the like) for new
applicants. A wide variety of features can be supported, such as electronic reporting. Pre-
10 hire information identified as ineffective can be removed from a collected pre-hire
information. For example, ineffective questions can be identified and removed from a job
application. New items can be added and their effectiveness tested. As a result, a system
can exhibit adaptive learning and maintain or increase effectiveness even under changing
conditions.

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